



Mary J. Dulacki  
Deputy Director  
Department of Public Safety

March 8, 2019  
**DEPARTMENTAL ORDER OF DISCIPLINARY ACTION**  
Case No. IC2018-0091

Shederick Dobbin (P06068)  
Officer in the Classified Service  
Denver Police Department

This is before the Executive Director of the Department of Safety to approve, disapprove or modify the Chief of Police's Written Command ordering disciplinary action against Officer Shederick Dobbin. The Written Command determined that Officer Dobbin violated RR-102.1, Duty to Obey Departmental Rules and Mayoral Executive Orders, as it pertains to, OMS 102.05, Use of NCIC and CCIC, of the Denver Police Department Operations Manual, when he accessed restricted databases to run the names of three individuals not in connection with any law enforcement investigation. The Written Command determined that this was a Conduct Category B rule violation and imposed a penalty of two (2) fined days (16 hours). The Written Command also determined that Officer Dobbin violated RR-105, Conduct Prejudicial, of the Denver Police Department Operations Manual, when he left work early to go to PT's Showclub during his assigned work hours. The Written Command determined that this was a Conduct Category D rule violation and imposed a presumptive penalty of ten (10) suspended days (80 hours) without pay. Officer Dobbin agrees with these penalty determinations.

On November 9, 2018, Officer Shederick Dobbin gave a videotaped interview to Lakewood police during an investigation into the death of OH. Officer Dobbin met OH, who was a dancer at PT's Showclub in approximately June, 2018. NCIC records show that Officer Dobbin ran OH's name on July 16 and 17, 2018. During his interview with Internal Affairs, Officer Dobbin confirmed that he ran OH's name to see if she had a warrant and to see if she was "somebody I can be around." Officer Dobbin acknowledged that was not in connection with any criminal investigation. Officer Dobbin also ran the names of two associates of OH and confirmed that those queries were not the result of any criminal investigation.

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Officer Dobbin told Internal Affairs that he arrived at PT's at roughly 2:25 p.m. on the day he last saw OH. He stated that day his assigned work hours were from 7:00 a.m. to 3:00 p.m., which was confirmed by TeleStaff records. Officer Dobbin's history of card swipes shows that on November 5, 2018, he exited the District 3 station lot in his vehicle at 2:03 p.m. He confirmed he did not change his work schedule in Telestaff.

**RR-102.1, Duty to Obey Departmental Rules and Mayoral Executive Orders**, of the Denver Police Department Operations Manual, provides that,

Officers shall obey all Departmental rules, duties, procedures, instructions, and orders; the provisions of the Operations Manual; and Mayoral Executive Orders.

As it pertains to,

### **OMS 102.05              Use of NCIC and CCIC**

#### **(3) Federal Privacy Act – Inappropriate Use of NCIC/CCIC;**

...Personnel will not use the CCIC/NCIC system to obtain information, criminal or otherwise for personal use, gain, benefit, or remuneration and will not provide any information derived from this system to any other person unless connected to their official duties. This includes police officers, CS employees, and any other person.

Officer Dobbin admitted that he queried three individuals on the NCIC/CCIC databases, and none of these queries was for law enforcement purposes or to conduct any criminal investigation. In doing so, he violated this departmental rule because he used "the CCIC/NCIC system to obtain information, criminal or otherwise for personal use, gain, benefit, or remuneration."

A violation of RR-102.1 appears in Conduct Categories A through F of the disciplinary matrix. By running unauthorized queries on the NCIC/CCIC databases, Officer Dobbin's misconduct falls under Category B because it had "more than a minimal negative impact on the...professional image of the Department."

Officer Dobbin has one prior Conduct Category B, or higher, violations within the specified time-frame of four (4) years that mandatorily increases the penalty level. Officer Dobbin was found to

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have violated OMS 206.04, Towing and/or Impounding Vehicles, when he failed to inventory and secure personal property left in an arrestee's vehicle that was impounded. He received a written reprimand for this rule violation. See *P2017-0245*. Pursuant to the disciplinary matrix, for a discipline level of three (3), the mitigated penalty is a written reprimand to one (1) fined day, the presumptive penalty is two (2) fined

days, and the aggravated penalty is four (4) to six (6) fined days. Officer Dobbin has prior sustained discipline that involves similar abuse of NCIC/CCIC database that was not used here to elevate the penalty level. Nevertheless, he has taken responsibility for his conduct. Thus, a penalty in the presumptive range is appropriate for this rule violation.

**RR-105, Conduct Prejudicial**, of the Denver Police Department Operations Manual, provides that,

Officers shall not engage in conduct prejudicial to the good order and police discipline of the Department or conduct unbecoming an officer which:

- a. May or may not specifically be set forth in Department rules and regulations or the Operations Manual.

Officer Dobbin was assigned to work from 7:00 a.m. to 3:00 p.m. on November 5, 2018. His card swipe history shows that he left the District 3 station at 2:03 p.m. Officer Dobbin admitted, and video confirmed, that he entered PT's Showclub at approximately 2:25 p.m. Officer Dobbin left work early without supervisor approval to go to PT's. In engaging in this behavior, Officer Dobbin violated this departmental rule because he "engaged in conduct prejudicial to the good order and police discipline of the Department or conduct unbecoming an officer."

A violation of RR-105 appears in Conduct Categories A through F of the disciplinary matrix. Officer Dobbin's behavior, as set forth above, was "conduct substantially contrary to the values of the Department or that substantially interferes with its mission, operations or professional image". Therefore, this was a Conduct Category D rule violation.

Officer Dobbin has no prior conduct Category D, or higher, violations within the specified time-frame of seven (7) years that would mandatorily increase the penalty level. Pursuant to the disciplinary matrix, for a discipline level of five (5), the mitigated penalty is four (4) to six (6) days suspension, the presumptive penalty is ten (10) days suspension, and the aggravated penalty is fourteen (14) to sixteen (16) days suspension. There are no significant aggravating or mitigating factors in this case that would justify a penalty outside of the presumptive range. Therefore, a penalty in the presumptive range is appropriate for this rule violation.

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Accordingly, the Written Command is hereby approved. Officer Dobbin shall receive the penalty of two fined days (16 hours) for violating RR-102.1 as it pertains to OMS 102.5. The fined time shall be assessed as sixteen (16) hours in Work Period 4, 2019. Officer Dobbin shall receive the penalty of ten (10) suspended days (80 hours) without pay for violating RR-105. The period of suspension shall begin on Sunday, April 21, 2019 and end on Wednesday, May 1, 2019. Officer Dobbin will return to work the next scheduled work day after May 1, 2019.

Please be advised that the discipline enumerated in this Order is based upon the Executive Director of the Department of Safety approving Officer Dobbin's decision to accept the discipline as stated above and waive further disciplinary process.

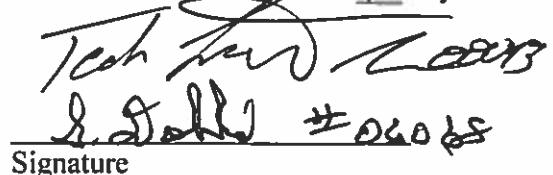
BY ORDER:

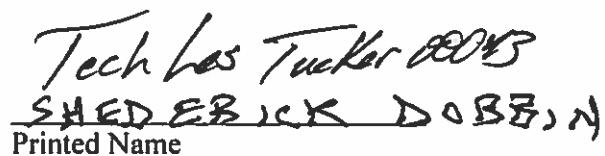
  
Mary J. Deledi  
Deputy Director of Safety

3-8-2019  
Date

**OFFICER'S RETURN**

I hereby certify that I received the within Departmental Order of Disciplinary Action and have delivered a true copy thereof to the within-named Shederick Dobbin this 11 day of March, 2019

  
Tech 1st Class  
Shederick Dobbin #06068  
Signature

  
Tech 1st Class  
SHEDERICK DOBBIN  
Printed Name